

Montgomery College Personnel Profile

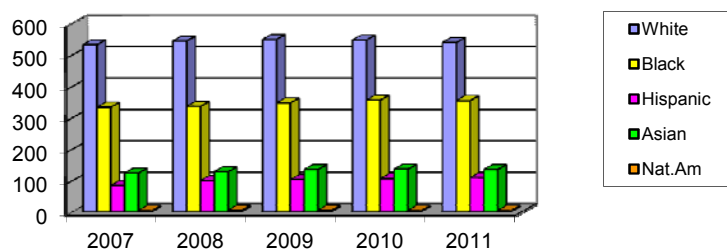
*Office of Human Resources,
Development & Engagement*

March 2012

Montgomery College
Associate and Support Staff

Associate & Support Staff Ethnicity Profile

- * From 2007 to 2011 there has been a 6% increase in staff employees.
- * Non-white staff representation increased from 50.5% in 2007 to almost 53% in 2011.
- * In 2011 there were 83 staff separations. Retirements accounted for 21 of the total.
- * Included in the total staff for 2011 are 30 temporary with benefit employees. These positions are not included as regular budgeted positions, but are grant funded or meet temporary needs.



	White	Black	Hispanic	Asian	Nat.Am	Total	Male	Female
2007	532	333	84	123	4	1076	438	637
2008	544	336	100	128	5	1113	469	644
2009	549	347	103	135	5	1139	481	658
2010	547	356	106	136	4	1149	485	664
2011	539	354	109	135	4	1141	481	660

*Includes temporary with benefit employees.

**Associate & Support Staff
 Age and Years of Service in '11**

*Includes 30 temporary with benefits employees.

		Years of Service						Total
		Less than 10	10 - 14	15 - 19	20 - 24	25 - 29	30 or more	
Age in 2011	Less than 36	136	18					154
	36 - 40	91	16	6				113
	41 - 45	75	36	14	8	2		135
	46 - 50	96	41	13	21	12	1	184
	51 - 55	92	43	14	21	17	10	197
	56 - 60	80	43	19	18	16	22	198
	61 - 65	36	20	16	15	7	20	114
	66 and greater	11	9	3	6	5	12	46
Total		617	226	85	89	59	65	1141

- * 74% (843) of staff employees have less than 15 years of service.
- * Almost 11% (124) have 25 or more years of service.
- * 35% (402) are less than 46 years of age.
- * 33% (381) are between 46 and 55 years of age.
- * Over 10% (121) are over 55 and have 20 or more years of service.

*Years Of Service - Complete years of creditable service as of December 31, 2011
 May include early service in the Public School System.

Montgomery College

Full-Time Faculty

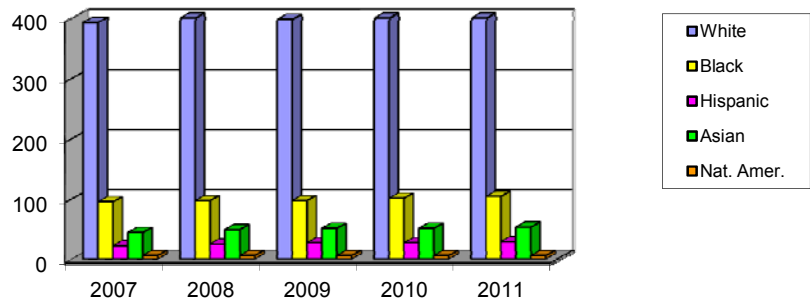
- * Full-time faculty increased slightly in 2011, with an five member increase over fall 2010.

- * Non-white faculty represented about 30% of the faculty in 2007. In 2011 that percentage rose to over 32% (percentage includes both instructional & non instructional faculty).

- * From 2007 to 2011 female faculty employees have increased from 57% of the total faculty to almost 59%.

- * There were 34 faculty separations in 2011. Of those, 15 were retirements.

Full-Time Faculty Ethnicity Profile



	White	Black	Hispanic	Asian	Nat.Am	Total	Male	Female
2007	393	95	22	44	6	560	241	319
2008	401	97	25	49	6	578	244	334
2009	398	97	27	51	6	579	237	342
2010	402	101	27	51	6	587	245	342
2011	400	104	29	53	6	592	243	349

**Full-Time Faculty
Age and Years of Service in '11**

		Years of Service						
		Less than 10	10 - 14	15 - 19	20 - 24	25 - 29	30 or more	Total
Age in 2011	Less than 36	44						44
	36 - 40	56	5					61
	41 - 45	60	18	2				80
	46 - 50	46	17	10	2	1		76
	51 - 55	35	30	13	5	4		87
	56 - 60	38	19	12	11	14	3	97
	61 - 65	23	13	16	9	6	11	78
	66 and greater	12	11	5	13	5	23	69
Total		314	113	58	40	30	37	592

- * 72% (427) of full-time faculty have less than 15 years of service.

- * 11% (67) have 25 or more years of service.

- * 31% (185) are less than 46 years of age.

- * 27.5% (163) are between 46 and 55 years of age.

- * 16% (95) are over 55 and have 20 or more years of service.

- * 25% (147) are over 60 years old.

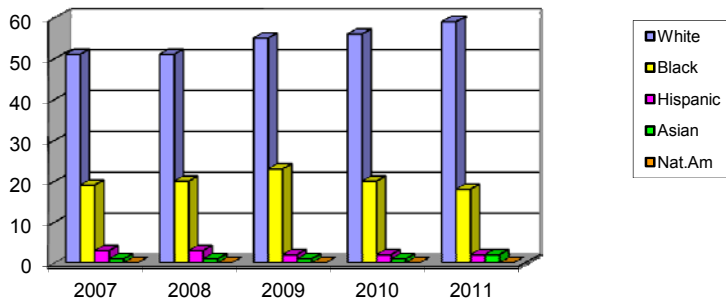
*Years Of Service - Complete years of creditable service as of December 31, 2011.

May include early service in the Public School System.

Montgomery College

Administrative Staff

Administrative Staff Ethnicity Profile



- * From 2007 to 2011, there has been approximately a 9.5% increase in administrative staff. This figure includes 7 employees on temporary assignments.
- * The non-white administrative staff has decreased from 31% of the total in 2007 to 27% of the total in 2011.
- * Female representation has increased from 58% in 2007 to almost 62% in 2011.

	White	Black	Hispanic	Asian	Nat.Am	Total	Male	Female
2007	51	19	3	1	0	74	31	43
2008	51	20	3	1	0	75	28	47
2009	55	23	2	1	0	81	35	46
2010	56	20	2	1	0	79	33	46
2011	59	18	2	2	0	81	31	50

- * There were 6 administrative separations in 2011.

**Administrative Staff
Age and Years of Service in '11**

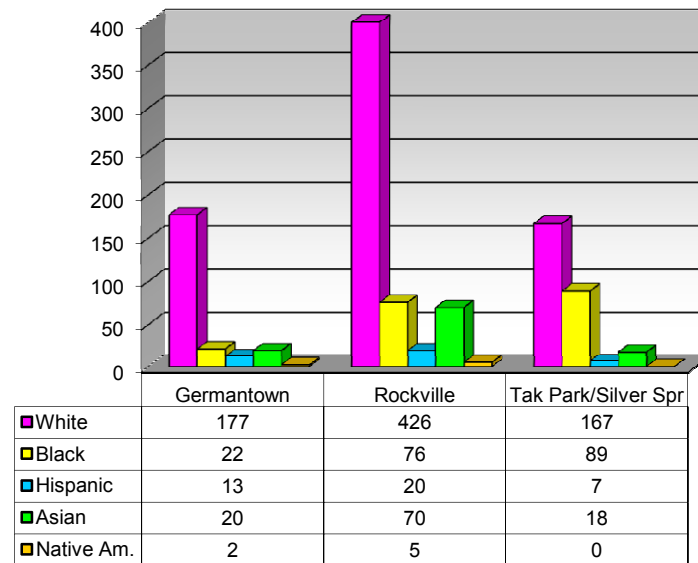
		Years of Service						Total
		Less than 10	10 - 14	15 - 19	20 - 24	25 - 29	30 or more	
Age in 2011	< 36	3						3
	36 - 40	4						4
	41 - 45	3	2	1	1			7
	46 - 50	14	3		1			18
	51 - 55	5	5	1	4	1		16
	56 - 60	3	5			3	1	12
	61 - 65	5	3	1	2	1	5	17
	66 and greater	1	1	2				4
Total		38	19	5	8	5	6	81

- * 70% (57) of administrative staff have less than 15 years of service.
- * 13.5% (11) have 25 or more years of service.
- * 17% (14) are less than 46 years of age.
- * 42% (34) of administrative staff are between 46 and 55 years of age.
- * 14.8% (12) are over 55 and have 20 or more years of service.
- * 26% (21) of administrative staff are over 60 years of age.

*Years Of Service - Complete years of creditable service as of December 31, 2011.

May include early service in the Public School System.

Credit Part-Time Faculty Composition Fall 2011



247 Part-time faculty have 2 or more part-time faculty assignments. Multiple assignments can be on different campuses, different departments on the same campus, or a combination of teaching and non-instructional faculty duties, including tutoring.



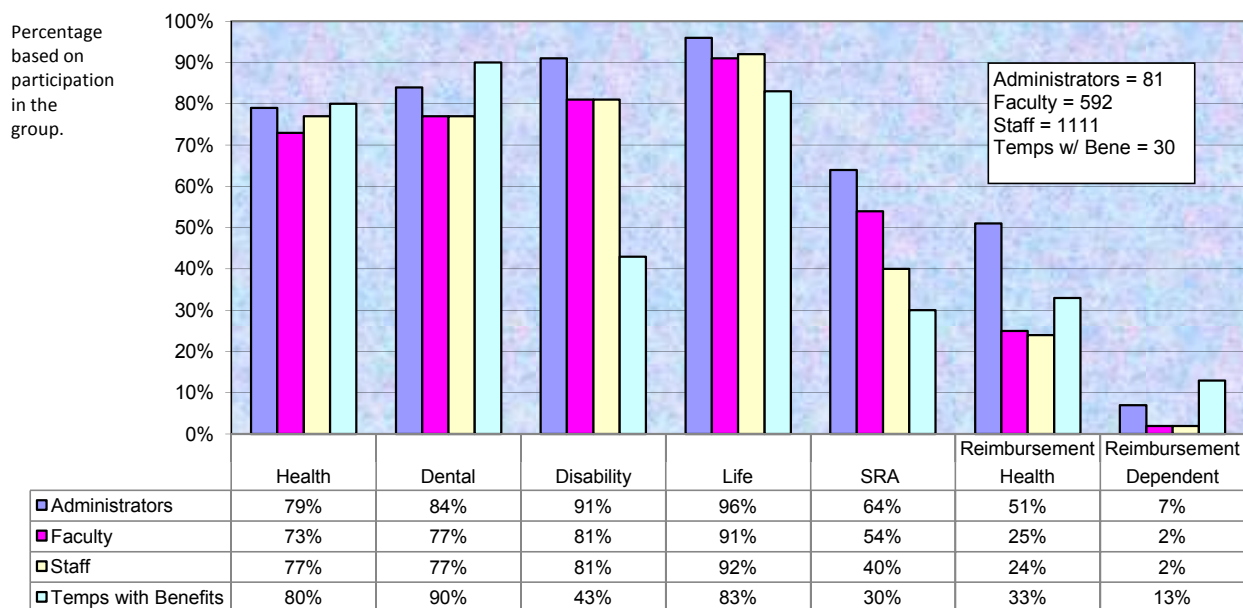
23 Part-time faculty are primarily employed as other College employee types (staff, administrator, short-term temporary).

	White		Black		Hispanic		Asian		Native Amer.		TOTAL	Male		Female		TOTAL
	Total #	% of Campus	Total #	% of Campus	Total #	% of Campus	Total #	% of Campus	Total #	% of Campus		Total #	% of Campus	Total #	% of Campus	
Germantown	177	76%	22	9%	13	6%	20	9%	2	1%	234	94	40%	140	60%	234
Rockville	428	71%	76	13%	20	3%	70	12%	5	1%	599	256	43%	343	57%	599
Tak Pk/Sil Spr	168	60%	89	32%	7	2%	18	6%	0	0%	282	124	44%	158	56%	282
Total College	773	69%	187	17%	40	4%	108	10%	7	1%	1115	474	43%	641	57%	1115

*unduplicated head count

Trustee Information Program Montgomery College

Group Insurance Information Fall 2011



* Montgomery College offers:

- **Three Health Plan options**
 - * Indemnity/Preferred Provider Plan, Group Model HMO, HMO/Point of Service Plan
 - * The College contributes 75% of the total cost.
- **Two Dental Plan options**
 - * Indemnity/Preferred Provider Plan, Dental Maintenance Plan
 - * The College contributes 75% of the total cost.
- **Life, Accidental Death & Dismemberment, Long Term Disability Coverage**
 - * The College contributes 75% of the total cost of each of the above.
- **Four Supplemental Retirement Annuities - 403(B)**
 - * TIAA/CREF, Aetna, Equitable, Valic
 - * Effective 1/1/2008, these plans became available to part-time faculty and short term temporaries.
- **Two Deferred Compensation Plans - 457(F)**
 - * TIAA/CREF, Valic
 - * Employee may participate in both 457(F) and 403(B)
- **Reimbursement Accounts**
 - * Health/ Dependent Care/Parking/Mass Transportation Reimbursement Accounts
 - Funds withheld on a pre-tax basis to pay for unreimbursed medical, dependent care, mass transportation and parking expenses. These funds are exempt from federal, state and FICA taxes.
- **Vision Care and Group Legal** coverage are available to employees who pay 100% of the total cost.

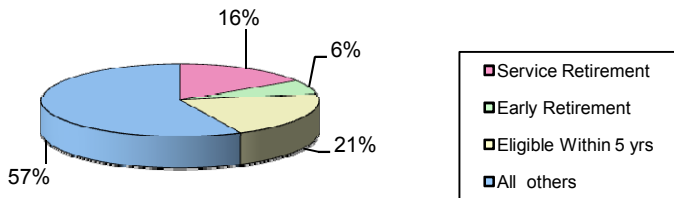
Montgomery College Retirement Eligibility Profile as of July 2012

Montgomery College employees are enrolled in either the Maryland State Pension plan or the Optional Retirement Plan. The Optional Retirement Plan is available to faculty members and professional staff employees whose positions require a minimum of a bachelors degree, providing the employees possesses such. The Maryland State Retirement Plan has been closed to new enrollment since January 1, 1980.

Significant changes were made to the State Pension Plan effective July 1, 2012. Contributions were increased from 5% to 7% for all employees. Vesting and retirement eligibility were increased for employees hired after July 1, 2012.

The information presented below provides retirement eligibility information for each of the plans. In aggregate, 19% of all College employees are currently eligible for service retirement, 7% are eligible for early retirement and an additional 20% are eligible, for either service or early retirement, within the next five years.

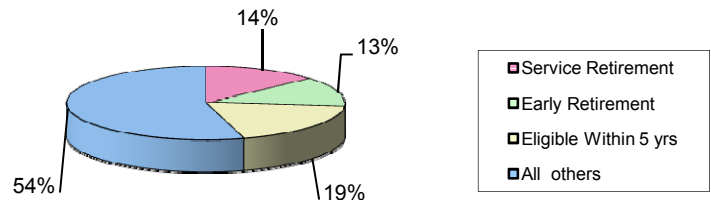
Teachers/Employees Pension Plan



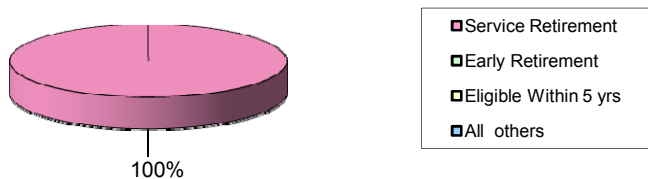
- * Defined Benefit Plan
- * Effective 1/1/80
- * Mandatory 7% contribution
- * Service retirement at age 62 or 30 years of service
- * Early retirement at 55 with 15 years of service
- * COLA included after retirement
- * Includes a death benefit and disability provision
- * 1148 plan participants

Optional Retirement Plan

- * Defined contribution plan
- * 7.25% state contribution
- * Option available to professional staff/administrators and faculty
- * Self directed investment options
- * No provisions for disability
- * 606 plan participants.



Teachers/Employees Retirement Plan



- * Defined Benefit Plan
- * Enrollment limited to employment before 1/1/80
- * Mandatory 5% or 7% contribution
- * Service retirement at age 60 or 30 years of service.
- * Early retirement at 25 years of service
- * COLA included after retirement
- * Includes death benefit and disability provision
- * 27 plan participants